

# ST. PAUL'S CHURCH VERGENNES, VERMONT

## ANNUAL REPORTS 2024

Our mission at St. Paul's is to be a community reflecting and demonstrating God's compassion and love to all through prayer, education, and outreach.



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## ELECTIONS TO TAKE PLACE AT ANNUAL MEETING

January 26, 2025

Diocesan convention delegates (3) and alternate delegates (3)  
Clerk of the Vestry

### **The Diocesan Canons' definition of who votes:**

Those persons who are entitled to vote in a Parish meeting are defined as follows: those persons who are communicants in good standing and are enrolled upon the canonical register of the Parish or Mission in which they habitually worship, even though the residence of such communicant may be outside the bounds of such Parish or Mission.

### **2024 PARISH PERSONNEL & COMMITTEES**

<b>Priest-in-Charge</b>	The Rev. Dr. Anne Hartley <i>Beginning August 1, 2024</i>
	The Rev. Dr. Nancy Hauser, <i>Transitional Priest-in-Charge, Jan. 1 - Mar. 31, 2024</i>
<b>Deacon</b>	The Rev. Lucy Pellegrini
<b>Senior Warden</b>	Kim Hatgen
<b>Buildings &amp; Grounds</b>	Team - Chris Hale, Jeff Mangini & John Stroup
<b>The Vestry</b> <i>Term ending January 2026</i> <i>Term ending January 2027</i>	Diane Merrill, Sarah Hale, Kim Hatgen Bob Laidman, Jeff Mangini
<b>Clerk of the Vestry</b>	Drew Mills
<b>Treasurer</b>	John Stroup
<b>Assistant Treasurer</b>	George Chauvin
<b>Designated Funds Treasurer</b>	John Stroup
<b>Delegates to Diocesan Convention</b>	Nan Guilmette, Sarah Hale, Kim Hatgen
<b>Alternates to Diocesan Convention</b>	Sarah Cowan, Rebecca Chauvin, Lenore Morse
<b>Altar Guild</b>	Mary Cassidy, Mary Gordon, Kim Hatgen, Maureen Jennings, Stefanie Mills
<b>Audit Committee</b>	George Chauvin, Nate Guilmette, Jeff Mangini

<b>Counters</b>	Mary Gordon, Nate Guilmette, Kim Hatgen, Cricket Laidman, Steve Lowe, Jeff Mangini, Lenore Morse, John Stroup, George Chauvin, Mary Cassidy
<b>Flower Guild</b>	Rebecca Chauvin; Mary Gordon, Louisa and Nan Guilmette, Kim Hatgen, Diane Merrill, Lenore Morse, Anne Sevee
<b>Pastoral Lay Ministry Committee</b>	The Rev. Lucy Pellegrini, Bo Price, Dave Merrill, Mary Gordon, Stefanie Mills
<b>Lectors</b>	Madelaine Calise, Del Guilmette, Louisa Guilmette, Nan Guilmette, Kim Hatgen, Mary Gordon, Bob Laidman, Sarah Mangini, Bo Price, Henry Stroup, Maddie Stroup, Sarah Stroup, Gabe Hale
<b>Morning Prayer Officiants</b>	Nan Guilmette, Kim Hatgen, John Stroup, Sarah Stroup, Rebecca Chauvin
<b>Organist &amp; Choir Director</b>	Judy Woods
<b>Stewardship Committee</b>	Vestry Members, Sarah Cowan, Jeff Mangini
<b>Zoom Administrators</b>	Katy Arend, Sarah Cowan, Rebecca Chauvin, Kim Hatgen, Jeff Mangini

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**St. Paul's Episcopal Church, Vergennes, VT**

**Annual Parish Meeting Minutes**

January 28, 2024

Members Present: Judy and Lee Martell, Bo Price, Diane Merrill, Jeff Mangini, Mary Cassidy, Chris and Sarah Hale, Marsha Arend, John Stroup, Sarah Stroup, Lenore Morse, Kim Hatgen, George Chauvin, Rebecca Chauvin, Nan Guilmette, Mary Gordon, Judy Woods, Katy Arend, the Rev. Bram Kranichfeld, Sarah Cowan, Dave Merrill

Present via zoom: Madelaine Calise, Bob and Cricket Laidman

- The congregation approved the 2023 annual meeting minutes. Sarah Cowan moved to approve. Steve Lowe seconded.
- The church needs a secretary. Stefanie Mills nominated Drew Mills. He is willing.
- The Rev. Nancy Hauser, our interim priest, encouraged us all to help our church grow.
- Kim Hatgen, senior warden, expressed gratitude for all the work Nancy Hauser has done for our congregation.
- John Stroup presented the Treasurer's report
  - First, John Stroup was honored by the congregation for 15 years of service.
  - We are in good financial health. We have no liabilities and a new budget. We have an increase in pledges this year plus additional revenue from the rental of the rectory.

- Expected expenditures:
  - 5 percent of the money we bring in gets donated to nonprofits in the community.
  - We may have a priest in charge within the next six months. This budget reflects this estimation.
  - We are going to increase the budget for yard care to take care of new plantings. Thank you to Chris Hale for removing the snow.
  - There is a deficit of 7 thousand dollars operating income less operating expenses.
- Sarah Stroup pleaded to the members of the congregation for pledges and emphasized the importance of pledging numbers for grant applications and reducing the stress on the treasurer.
- We celebrated outgoing vestry members Rebecca Chauvin and Nan Guilmette.
- We celebrated Judy Woods for 30 years of service as our organist.
- John Stroup nominated Jeff Mangini and Bob Laidman to serve on the vestry for three years. Mary Gordon seconded.
- Sarah Hale, Kim Hatgen and Nan Guilmette will be delegates to the annual convention of the diocese of Vermont.
- Sarah Cowan moved to nominate the aforementioned as delegates. Margaret Lowe seconded.
- John Stroup moved to elect Sarah Cowan, Rebecca Chauvin and Lenore Morse as alternates to the annual convention of the diocese of Vermont. Nan Guilmette seconded.
- Kim Hatgen: Goals for the year - to hire a new priest and to continue working with Nancy to make this congregation move smoothly.
- Kim Hatgen moved that we adjourn. Nan Guilmette seconded.

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## **PRIEST-IN-CHARGE'S REPORT**

*I thank my God every time I remember you, constantly praying with joy in every one of my prayers for all of you, because of your sharing in the gospel from the first day until now. I am confident of this, that the one who began a good work among you will bring it to completion by the day of Jesus Christ.*

- Philippians 1:3-6

St. Paul's prayer for members of the Philippians churches expresses his gratitude and confidence that God was working through them. Since I arrived in August, I've loved hearing about the good work you are doing in your families, neighborhoods, and communities over meals and coffee in homes, restaurants and cafes from Jerusalem to Jericho and from South Hero to Middlebury. On my commute and on pastoral visits, the natural beauty of Vermont is a testament to God's presence, too. I love watching the land transform with the seasons. After only two-and-a-half months at each church, I feel I have lived here and known and loved you much longer. Thank you for calling me to St. Paul's.

Though St. Paul's and All Saints are different in many ways, you have some similar characteristics. Here are three:

- Both churches are filled with committed, kind, intelligent, gifted parishioners who give their time, talent, and treasure generously. These leaders are exceptionally capable and committed, and many are exhausted. Some are taking a break from church work to spend time with family in their favorite places, doing their favorite things, making new memories, and pursuing new dreams. I see them following their hearts and understand that God feeds us and calls us in many different ways.
- At both churches, remote worship and the trauma of a global pandemic concentrated decision-making among a few capable managers. That needed to happen to ensure that work was completed. Each parish benefited tremendously from the selfless dedication of these leaders. We are leaving that era behind now, able to worship in person again, thank God. It is time to distribute the workload more broadly, to give COVID-era leaders a chance to gain new perspective and to give more church members an opportunity to become leaders and enrich the community with their gifts. There is good work to be done in the church, when you're ready.
- A third similarity is that developing the idea of being in a Constellation with shared ministry is not the highest priority of the two parishes now, due to logistics. Nevertheless, in 2025, we will offer joint Holy Week services, the Race and Reconciliation book club, and will add two social events.

As we transition into a post-COVID era, I want to make sure you all know what my position involves, because it defines our professional, pastoral relationship. I am responsible for:

**The conduct of worship and spiritual jurisdiction of the parish subject to the rubrics of the Book of Common Prayer, the Constitution and Canons of the Church and the Diocese, and the authority and direction of the Bishop.**

Most of you see me on Sunday mornings every other week when I lead Holy Eucharist services, as we return again and again to our beautiful liturgy in the Book of Common Prayer. It's our playbook. If you read the small print (which used to be in red print, called rubrics), you'll see why I do most of what I do. I welcome your curiosity and questions.

The Constitution and Canons (laws) of the Church touch on all aspects of church life, including how the church is organized at all scales, how the church makes changes, how we worship, and how we minister. The national and diocesan documents are linked at the end of this letter. Please take time to skim them, especially if you're in leadership.

**Ensure that all members of the congregation receive instruction in faith, ministry, stewardship and the doctrine, discipline and worship of the church.**

Because most of you are busy working full-time, raising families, committed to other pursuits, most of the adult formation and catechesis will happen in Sunday morning sermons. Our younger parishioners put their faith in action by meeting the needs of the wider community.

**Ensure that people are prepared for baptism, confirmation, reception and reaffirmation.**

The Rev. Nancy Hauser prepared four young women for confirmation, and I am preparing some parishioners for reception now. February 16th will be a great day. I will offer the same preparation at All Saints before Bishop Shannon visits later in 2025.

**Ensure that people in the congregation receive pastoral care.**

Both churches benefit greatly from deacons who have a heart for pastoral care and outreach. To hone our pastoral gifts and skills, all are invited to participate in diocesan pastoral care training offered to constellation members by the Rev. Lyn Burns. It was a privilege to serve parishioners in hospital and hospice, providing last rites, prayers, and a pastoral presence, as they or their families requested, in their final days. May they rest in peace and rise in glory.

**Provide oversight of staff and assisting clergy of the congregation.**

Deacons Lucy, Peggy and I are solid partners in ministry and sisters-in-Christ. Margaret had done an excellent job administering church affairs through the pandemic and clergy transitions. Her retirement this year will be easier to accept because she'll remain a parishioner at All Saints.

**Attend at all vestry meetings, where she shall have voice and vote and at which she shall preside or may delegate presiding to the Senior Warden and at other meetings as mutually agreed upon with the Senior Warden.**

I attend and preside at vestry meetings. There are open seats available on both vestries.

**Ensure that appropriate records are maintained and that the congregation is exercising appropriate fiduciary responsibility in its management of buildings, funds and other assets.**

Our financial situation is secure, thanks to the good stewardship and support of All Saints' people and the gifts of past parishioners, but we have work to do to make our financial health sustainable. The days of counting on increasing church membership for financial stability are behind us, at least in the near future. Now, parishes are entering into relationships with community members in mission-aligned and mutually beneficial ways. Like the concept of mutualism in nature— pollinators and flowers, for example—these relationships help non-profit organizations to survive and thrive. Read the budget summary for more details.

**Administer the Discretionary Fund of the Parish.**

The Discretionary Fund is in a separate, small bank account. Clergy may use up to a budgeted amount for charitable purposes. I use it for people who are hungry, who need a utility bill paid, or have other immediate, short-term needs.

**Assist the congregation in developing and implementing a strategic plan that will be reviewed annually with the Bishop and/or her staff.**



We will tackle this in the coming year. The vestry will create a list of ministry goals, and we'll have a Mutual Ministry Review in the early fall. Strategic planning will be part of that process. We'll create a sustainable development plan together then.

In the spirit of St. Paul, I am excited and inspired to learn how God will continue to work through us. Thank you for your flexibility and compassion when my mother died. In my first month as a priest-in-charge, you could have been discouraged or angry, but instead you lifted me up. Special thanks to the search committee, especially Rebecca Chauvin for touring apartments for me from Essex Junction to Vergennes and saving me extra travel costs. Thanks to Sarah S. for the tour and to the Stroup family for hosting a delicious dinner in their home with the vestry. Lastly, I loved the festive coffee hour! That was a beautiful welcome. God called me here through the people, the church, and the natural beauty of Vermont and that call grows stronger every day.

Yours in faith,  
Anne+

*(Resources: Constitutions and Canons of the Episcopal Church, 2025.*

*<https://generalconvention.org/constitution-and-canons/>*

*Constitutions and Canons of the Diocese of Vermont, 2023.*

*<https://diovermont.org/wp-content/uploads/2024/08/Diocese-of-Vermont-Canons-as-Amended-By-Convention-on-November-9-2023-FINAL.pdf>*)

## **DEACON'S REPORT**

This has been a busy year in the parish, with the arrival and departure of the Rev. Dr. Nancy Hauser as Transitional Priest in Charge, and at last, with the arrival of our new Priest in Charge, the Rev. Dr. Anne Hartley. In between, there were weeks of supply priests, and with the generous involvement and service of the Rev. Molly Bidwell, who we are blessed to call a member of our parish. While we certainly appreciated having supply, it was a roller coaster from April to September, with all members of the parish generously welcoming our visiting clergy.

Through those months, the vestry had regular updates, and with the parish trusted and supported the discernment of the MDC/Search Committee with Rebecca Chauvin as Chairperson and Nan Guilmette and Sarah Stroup as members, joining 3 additional members from All Saints. Finally, the wait was over, and we welcomed Anne! She has embraced the challenge of two parishes in a constellation, and has been dedicated in her efforts toward getting to know us inside and outside of the church, in many different ways. She brings new vision and investment of time in office hours, something we have not had for a while. I have met with both priests-in-charge on a weekly basis and both offered constellation support and met with the deacons and wardens together monthly.

During Christmas 2023 and Holy Week 2024, Nancy believed it was important to be present at most of the feasts in both churches, making the trip to both churches in record time. For Christmas 2024, the decision was made to alternate Christmas and Easter going forward. While



both churches in the constellation have continued to invite parishioners to attend a variety of events and services, scheduling joint events is sometimes an issue as many at St. Paul's have full-time employment. Events have included Shrove Tuesday celebrations, special services, CROP Walk, special speakers for education, book groups, and services in general.

Liturgically, early in 2024, Nancy and I worked together to create a single page bulletin with page numbers in the BCP for Morning Prayer and Holy Eucharists. This was in part to ease the burden on the administrator but also to save paper and be environmentally conscious. I led short teaching sessions at the beginning of each MP service for 6 weeks, to walk parishioners through what was new to many and very familiar to others. I have offered homilies twice. Nancy also invited me to be part of the confirmation class she offered to our high school young women (the boys were not interested at that point). For the first time, those young women took part in the stripping of the altar and clearing of the sanctuary during the Maundy Thursday service. They participated again during the Advent III procession (with several other youth) with Drew as John the Baptist. I continue to be present at all services unless traveling with the Bishop. During Eucharists, I model diaconal service in all the ways specified by the BCP and diocesan practice. While I attend Morning Prayer services, I sit with the congregation. I continue to write the Prayers of the People, emphasizing specific concerns of the parish, the wider community, and the world. Those change with every season.

As part of my pastoral care ministry, I have traveled to Rutland Regional Hospital, UVMMedical Center, Green Mountain Rehab, Eastview and private homes to visit parishioners, attended 2 calling hours and presided at one interment. The Pastoral Care Ministry group has met monthly or more often, with trainings and discussions ranging from end-of-life issues, grief and loss, coping after the election, and handling the challenges of the holidays. They also have served by making visits, delivering meals, driving folks to appointments, delivering flowers, and making phone calls. Since September, the "Partners in Caregiving" group has met monthly to reflect on the challenges of present or past caregiving for family and friends.

I have been involved with Outreach initiatives of non-perishable food collection year round, making snacks for the Boys and Girls Club, collecting and distributing socks during Lent, working with others to open the parish hall during town-wide celebrations on the park, and getting the gardens cleaned in the spring. Mary Gordon and I met with the director of the Vergennes Partnership to determine other ways to engage with the Vergennes community. With Anne, I visited the minister of the Vergennes Congregational church. When Anne preached at the community Thanksgiving service at the Methodist church, a number of us from St. Paul's were in the congregation. I was invited by St. Stephen's Christian Formation Director to offer a presentation to their youth about poverty and the housing crisis in our area. I have also been part of that church's Racial Healing Committee which meets monthly as well as the Racial Reconciliation Book Group which also meets monthly and began during Covid.

At the Diocesan level, I have continued to be a member of the Deacons' Council and have attended diaconal meetings, maintaining regular communication with the Archdeacons. As a member of the Diocesan clergy, I have attended area clergy gatherings, monthly zoom clergy

meetings when they were held, been a responder twice a week for the Green Mountain Online Abbey since it began during Covid, written a reflection for the diocesan Lenten daily booklet, worked with the Rev. Kim Hardy and the Rev. Dr. Fred Moser to offer another session for training Morning Prayer Leaders, and worked with Kim again to get all the participants for the Diocesan Convention Eucharist. The Practicum group which completed its training of aspirants in preparation for ordination has continued to meet on a regular basis.

It is both a humbling and exhilarating ministry to be a deacon with St. Paul's.

Respectfully submitted,  
Rev. Lucy C.B. Pellegrini, Deacon

### **SENIOR WARDEN'S REPORT**

It seems impossible that yet another New Year is upon us, and yet here we are. I'm starting to appreciate the, "the older you get the faster time flies," and I can hear some people saying "just you wait." Last year when I was writing this, we had welcomed Nancy as our interim. Well, we said good-bye to Nancy and began an aggressive search for a new priest. Thanks to the hard work of our search committee in August we were able to welcome Anne as our new priest in charge.

January through April I assisted Nancy in both getting to know St. Paul's as well as the constellation.

April through August, my duties picked up while we searched for the right fit for our constellation. In the early phase this included many conversations with the Rev. Canon Linda Grenz.

August through December has again consisted of helping Anne learn the in and outs of St. Paul's, as well as the constellation. It has been so nice to see some old and new faces, as we embark on this new chapter. The constellation has been doing some hard work to both understand and define what constellation means to both St. Paul's and All Saints.

#### **Vestry Highlights:**

- A lease was signed with our tenants
- We welcomed Anne as our priest in charge
- We replaced the roof on the rectory

St. Paul's is a community of kind, thoughtful, generous individuals, and my life is better because of you all.

Kim Hatgen, Senior Warden

### **BUILDINGS & GROUNDS REPORT**

With the conclusion of the Park Street Project last year, the southwest facing side of the Church is beautiful. We've engaged a local gardener who has kept up with the Park Street side of the Church. It looks great.

An electrician installed a timer within the church for winter lighting at dusk and with the new windows, the whole place is beautiful.

Although delayed a bit, we expect that the Opera House Alleyway will begin this year, which as you may remember from last years' report, will significantly improve our alleyway ramp bringing it up to code and making it a much more pleasant experience to enter St. Paul's. In order to get ready for that, we are hard at work trying to find a contractor who can repair and paint the eaves and fascia in the alley so that we can get that done before the construction work begins and avoid heavy machinery that might damage the newly placed brick work. Know anyone who might give us an estimate?

Heading around back, an arborist cleared a bunch of trees and branches that had grown up within some electrical wires. This posed a danger to the church and anyone back there. Jeff, George and Nate cut down a lot of it, but we needed a professional for some of that work. Inside the Parish Hall, you've probably already noticed that the water damage from a leak in the ceiling was repaired. Some newly installed softer lighting has given the Parish Hall a much warmer feel. We've fixed a few water pipes and some electrical items that were making some lights flicker. Now that the ceiling is finished, we should probably take some time to paint the walls and consider some upgrades in the kitchen. Anyone want to get their paint brushes out? The Rectory building received a significant improvement to its roof. The John Graham Shelter invested significantly in a number of necessary upgrades to the Rectory, but we needed to make these improvements for the future of that building. We received a grant and a low interest loan from the Diocese thanks to Stefanie Mills and Diane Merrill's grant writing work. There's enough left over to fix the gutters and the chimney as well, so those projects will take place when the snow is gone and the weather cooperates.

One last thing inside the church. There was a bad stain in the balcony wall and we finally had that repaired and cleaned up. All in all, we are making some good improvements to the buildings and grounds to build upon the Park Street momentum.

Some items that are on the agenda for the future are, considering upgrades to our audio/visual equipment for a better experience on zoom virtually and within the church. The front stairs need to be painted and the railings repaired or replaced. We've gone around and around and around on new stairs but they are now structurally sound and it'll be good to fix the railings that are rusting and damaged although structurally safe.

Next time you come into church look up at that large window above the door - it needs some significant work. It's not a danger or anything but it's in pretty bad shape. Look even higher and you'll be reminded that our iconic bell tower will need to be painted someday.

For the most part, the buildings are in good shape. The foundation is good. The roof is good. The walls are good. But we do have some areas to work on so let's talk about them and we'll figure a plan for addressing them.

Buildings & Grounds Team,  
John Stroup, Jeff Mangini, Chris Hale

### **PASTORAL LAY MINISTRY REPORT**

This committee has met regularly throughout the year, once a month at least unless there is a reason to come together more than that. We continue to offer meals to those recovering from

illness, family crisis, or surgery, provide rides to appointments, and visit in person or check-in by phone. Anna White has graciously offered her expertise in trainings about end of life issues. In September, we had our first meeting of the “Partners in Caregiving”, a group offering mutual support to many of our parishioners who were in caregiving situations for family, locally or out of state, neighbors who were isolated, or living with grief. We have continued to meet monthly, talking openly and confidentially with the struggles each one faces, and offering support to one another. We have had as many as 14 at a meeting, and will continue to offer these gatherings.

Respectfully submitted,  
Rev. Lucy C.B. Pellegrini, Deacon

### **FLOWER GUILD REPORT**

This past year was another year of beautiful flowers adorning our altar at St. Paul’s! It is always a joy to have the seasonal bounty reflecting the beautiful place we live as part of our weekly worship services. As we have done in recent years, we continue to make efforts to use flowers that will last on the altar for two Sundays in a row as much as possible, as a way to lighten the work of our volunteers and to save money.

Our Easter service included the traditional lilies on our altar, flowers on each window sill and a floral wreath around the paschal candle. For Christmas we once again enjoyed an altar covered in poinsettias and festive wreaths welcoming guests on all of our doors. Thank you all for your generous donations supporting the Christmas flowers. Thank you especially to Diane Merrill who helped again this year with the coordination of the palms for Palm Sunday, the Easter lilies and the Christmas poinsettias. And as always, a huge thank you to the Hanson family for their faithful ministry of decorating our church during Advent and Christmas!

All interested are warmly invited to join us in this ministry.

Respectfully submitted,  
Rebecca Chauvin

### **CHOIR REPORT**

The choir seeks to enhance our worship, at many Eucharist services, with hymns and anthems which correspond to the scripture readings and the season of the year. Most recently our singers have been: Bo, Bonnie, Susan, Madelaine, Cricket, Bob, and Johna.

We are fortunate to have a number of folks who play an instrument and are willing to lead. Thank you to several musicians who fill in when Judy is away: Nancy Schaedel, Sarah Mangini, Judy Martel, Drew Mills, George Chauvin, John Stroup.

Please be encouraged to sing with us anytime, let Judy know if there is a hymn you would like to sing and keep the beat going with the percussion.

With joy,  
Judy Woods

### **ALTAR GUILD REPORT**

The Altar Guild has spent 2024 serving God and this parish, assisting the clergy, preparing the altar for all services and caring for the vessels and linens. This lay ministry is comprised of people who have been confirmed in the Episcopal Church. We welcome any who feel called to serve God in this way.

Submitted with Peace,  
Mary Gordon

### **YOUTH GROUP REPORT**

Our youth continue to be a vital part of our church community as they serve as readers, candle lighters, greeters, and coffee hour helpers. They are also integral participants and leaders in the various outreach projects throughout the year.

This past spring, Josie Chauvin, Maddie Stroup, Molly Mangini, and Louisa Guilmette met with the Rev. Dr. Nancy Hauser to start the confirmation process. Each young woman will be confirmed by The Rt. Rev. Dr. Shannon MacVean-Brown at St. Paul's at 11:00am on February 16, 2025.

Respectfully submitted,  
Nan Guilmette

### **MDC/SEARCH COMMITTEE REPORT**

In January a joint Ministry Discernment/Search Committee was formed, together with members of All Saints Church, to find our next settled Priest in Charge. The members of the committee from St. Paul's were Nan Guilmette, Sarah Stroup and Rebecca Chauvin. The members from All Saints were Arthur Hessler, Ed Darling and Joshua Cheney. Having one committee between the two parishes helped unify us, and turned out to be very effective and efficient, since the clergy position was a shared call. Initially we met with The Rev. Canon Linda Grenz, the diocesan ministry transition consultant, for guidance and direction as we began to review candidates. Then the committee met about twice a month, or as needed, with much correspondence via email in between meetings. The diocese presented several candidates, all of which were out of state, so all of the first interviews were conducted via Zoom. Luckily we had a consensus early on to proceed with The Rev. Dr. Anne Hartley, so in April Anne came up to Vermont for in-person meetings with both vestries and church staff, we enjoyed meals and fellowship, so that all parties could discern further if we felt this was a match for us all. All members of the committee agreed that we felt it was, and, needless to say, we were very pleased when she said yes to the call!

Respectfully submitted,  
Rebecca Chauvin

### **THE HEALING & ANTI-RACISM BOOK GROUP REPORT**

The Healing and Anti-racism book group that originated during the pandemic, continues to meet monthly, the last Wednesday of the month, via zoom, at 7pm. All are welcome to join in any month, whether or not they have read the book for that month.

On several occasions, we have welcomed a Civil War historian to offer additional information and context to our discussions.

We currently have regular participants from four churches: St. Paul's in Vergennes, All Saints in South Burlington, St. Stephen's in Middlebury, St. Thomas and Grace Church in Brandon, and All Saints in Worcester, MA.

The books read this year include:

The Night is Long but Light Comes in the Morning: Meditations for Racial Healing by Catherine Meeks

Flee North: A Forgotten Hero and the Fight for Freedom in Slavery's Borderland by Scott Shane

The Sum of Us: What Racism Costs Everyone and How We Can Prosper Together by Heather McGee

Our Hidden Conversations: What Americans Really Think about Race and Identity by Michelle Norris

Robert E. Lee and Me: A Southerner's Reckoning with the Myth of the Lost Cause by Ty Seidule

The Hidden Wound by Wendell Berry

Stony the Road by Henry Louis Gates, Jr.

Submitted by

Bo Price & Lenore Morse

## **OUTREACH REPORT**

This is an active part of parish life at St. Paul's.

- We collect food on a weekly basis, and that is delivered to the Vergennes Food Shelf by Diane and Dave Merrill and Kim Hatgen.
- We collected 193 pairs of socks during Lent and distributed them to Vergennes and Mt. Abe high schools, after school programs at the Boys and Girls Club and The Hub, John Graham Housing Solutions and COTS.
- The parish hall and bathrooms are open during many town events, including the LGBTQ+ march, Vergennes Day, and the Holiday Stroll and visitors are welcome to sit and visit with parishioners.
- We offer space for AA to meet twice a week.
- Several parishioners provide healthy snacks every Wednesday for the students attending after school programming at the Boys and Girls Club.
- We provide storage for the Vergennes community band for instruments, music and chairs during the summer.
- During December, we collected toiletries to be distributed to the local school nurses and resource officers as well as The Hub and the Boys and Girls Club.

Our monetary allocations include:

Episcopal Diocese of Vermont Flood Relief  
Vergennes Food Shelf  
Boys and Girls Club of Vergennes  
Episcopal Relief and Development

Addison County Open Door Clinic  
Jackman Fuels Emergency Heating Assistance Fund  
John Graham Housing Solutions  
Atria/Womensafe  
Turning Point Center of Addison County  
Brookhaven Treatment and Learning Center  
United Way Back to School  
American Friends of the Episcopal Diocese of Jerusalem

Respectfully submitted.

The Rev. Lucy C.B. Pellegrini, Deacon

### **SUMMARY OF ST. PAUL'S FINANCES**

First, we are deeply grateful to John Stroup for an extraordinary sixteen years of dedicated service as St. Paul's Treasurer. John pays our bills and prepares a monthly financial report, which the vestry reviews and approves. He carries out the duties of a Human Resources Department as well. For this and many other ways John serves St. Paul's, we are truly thankful.

In the Diocese of Vermont, the vestry is responsible for the temporal or secular affairs of the church. Its members make informed financial decisions and evaluate how the church is doing in relation to the budget throughout the year. The priest-in-charge ensures that appropriate records are maintained and that the congregation is exercising appropriate fiduciary responsibility in its management of buildings, funds and other assets, as stated in her letter of agreement.

**The financial status of St. Paul's is secure, but not sustainable.** St. Paul's Vergennes is financially secure in the short-term for four reasons:

1) **St. Paul's members pledge generously.** In 2024, we budgeted \$56,000, and received \$71,244 (Finance Report, p. 20, line item 1404-3), 27% higher than expected. This year, we asked members to consider raising their pledges by 3-5% to offset rising costs. As of the end of December, our pledge income is committed at \$72,226 from 21 pledgers. Four new pledgers pledged a total of \$3,524. Twelve increased their pledges by \$10,296. The average pledge for 2025 is \$3,439. See the Stewardship report on p. 17.

2) **Our endowment is robust.** St. Paul's endowment of \$413,180 is invested in the Diocesan Unit fund. The Unit Fund is managed by an independent investment firm, Hickok and Boardman. These funds are invested in socially responsible and sustainable companies. The earnings from our investments ( line item 1406-1; \$15,542 in 2024) provide the church with a stable source of income in addition to pledges.

3) **St. Paul's is open to new sources of revenue.** St. Paul's benefits from the cell tower income started eleven years ago. In 2024, VTEL contributed \$9,846 to the operating budget (line item 1408-2).



4) **Your many gifts of time and talent contribute to our financial well-being.** For example, the church saved money when the buildings and grounds team coordinated volunteers to do lawn care and did church and rectory maintenance and upgrades. Stefanie Mills helped the vestry secure a \$5,000 diocesan grant, in addition to a low-interest, 10-year loan for a new rectory roof and other improvements. Also, St. Paul's saved money in 2024 by not having to pay a priest-in-charge until August, as parishioners stepped up to lead worship.

In the 2024 Financial Report from p. 21 on, you will find St. Paul's main expenses on numbered lines. St. Paul's paid the Rev. Anne Hartley to be priest-in-charge half-time for five months in 2024 (line items 1711-1 through 1711-4, 1716, 1718; \$30,310). Under Parish Life and Hospitality, the parish covered Anne's moving expenses, a one-time expense (1724; ~\$3,550 out of \$5,063). Judy directed our wonderful music program three Sundays a month (1714; \$8,025) and kept the church tidy and clean (1743; \$1,925). Margaret MacLean provided administrative support (1715; \$4,224).

We had the usual bills to pay—church heating fuel (line 1746B; \$3,200), electricity (1747B; \$1,388), water and sewage (1748; \$1,993), telephone and broadband (1736; \$3,429), comprehensive insurance (1749; \$6,456); snow removal and lawn care (1741; \$2,725). The new rectory roof cost about \$15,000. This and other rectory repairs will be paid for with the rectory income capital fund (line 3471), a \$4,999 diocesan grant, and part of a low-interest, ten-year \$10,000 diocesan loan.

The Diocesan assessment was \$10,000 (line 1701), and St. Paul's gave \$4,950 to outreach (1702). See Lucy's Outreach report on p. 14 for details.

To conserve funds in 2025, the vestry is working to spend less on office administration and supplies. We will investigate energy conservation measures to lower our fuel bills and carbon emissions. Also, more of the outreach donations will come from fundraisers (1702). The priest's health insurance costs will decrease in 2024.

**To set St. Paul's on a sustainable financial path,** the operating budget should be based on stable sources of income: pledges, interest income (earnings on investments), and new revenue like space rentals.

Growing a congregation takes time, even in areas highly populated with churchgoers, so we need to look for new sources of revenue. Episcopal parishes in Rutland and St. Johnsbury, VT, are working with community partners whose work aligns with the Church's mission to supplement church income. **I encourage you to reach out to local business and non-profit leaders to explore ways in which we might support each other.**

In addition to growing the church and seeking new sources of income, estate planning helps to ensure that future generations of St. Paul's parishioners will benefit from gifts held in perpetuity. The earnings from endowments and bequests are gifts that keep on giving. We are grateful for every member of St. Paul's—past, present, and future—for lighting the road ahead.

Small churches are run by volunteers, so if you have some time to mow the small lawn, rake leaves, tend to the garden bed, print out weekly leaflets, help with the newsletter, or serve in worship, please Lucy or Anne know.

If you have questions about the budget or any aspect of church finances, don't hesitate to ask our treasurer, vestry, or clergy.

Thank you for your faithfulness and good stewardship,  
Anne+

Definition: An endowment is a gift that is invested and held in perpetuity with the income available for use to support the stated purpose of the endowment. Gifts to an endowment may be used for specific purposes or undesignated (restricted or unrestricted).

### **STEWARDSHIP REPORT**

The stewardship efforts of 2024 were again spearheaded by the vestry. The graphs and statistics of our church pledge history are included below.

#### 2024 Year End Stewardship Statistics:

4 New Pledges

12 Increase Pledges

3 Kept the Same

0 Decrease Pledges

19 Did not Pledge this year but have before

0 Departures since last year

1 Pledger died this past year

\$72,226.00 Total pledges received to Date

21 No. of 2025 Pledges made to Date

\$3,439.00 Average 2025 Pledge to Date

\$3,524.00 New Pledgers added total

\$10,296.00 Increased pledges added total

-\$2,800.00 Decrease Pledges total \$11,020.00 Total Increases – Decreases

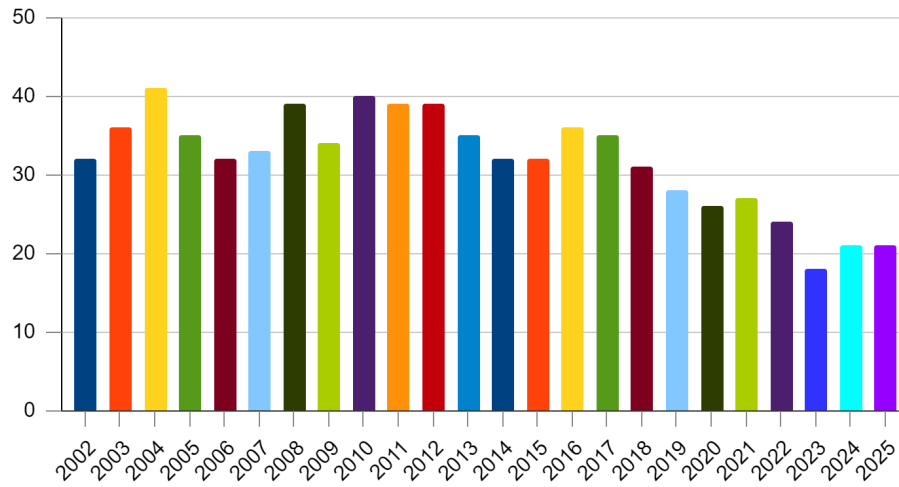
## **Budgeted Pledges Over Time**

(These are the number and amount of pledges known when adopting yearly budget)

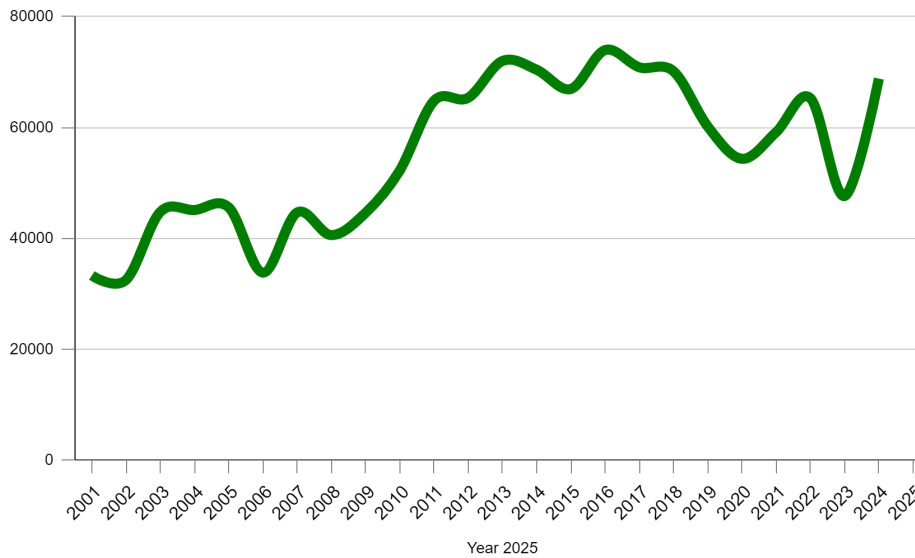
<b><u>Year</u></b>	<b><u>Number of Pledges</u></b>	<b><u>Total \$ Pledged</u></b>	<b><u>Average Pledge</u></b>
2001	35	\$33,330	\$952
2002	32	\$32,512	\$1,016
2003	36	\$44,777	\$1,244
2004	41	\$45,115	\$1,100
2005	35	\$45,596	\$1,303
2006	32	\$33,829	\$1,057
2007	33	\$44,702	\$1,355
2008	39	\$40,600	\$1,041
2009	34	\$44,612	\$1,312
2010	40	\$52,251	\$1,306
2011	39	\$64,807	\$1,662
2012	39	\$65,351	\$1,676
2013	35	\$72,002	\$2,057
2014	32	\$70,415	\$2,197
2015	32	\$66,944	\$2,092
2016	36	\$73,954	\$2,054
2017	35	\$70,834	\$2,024
2018	31	\$70,136	\$2,262
2019	28	\$60,162	\$2,149
2020	26	\$54,346	\$2,090
2021	27	\$59,158	\$2,191
2022	24	\$65,269	\$2,720
2023	18	\$47,647	\$2,647
2024	21	\$68,806	\$3,276
2025	21	\$72,226	\$3,439

*(as of 1/7/2025)*

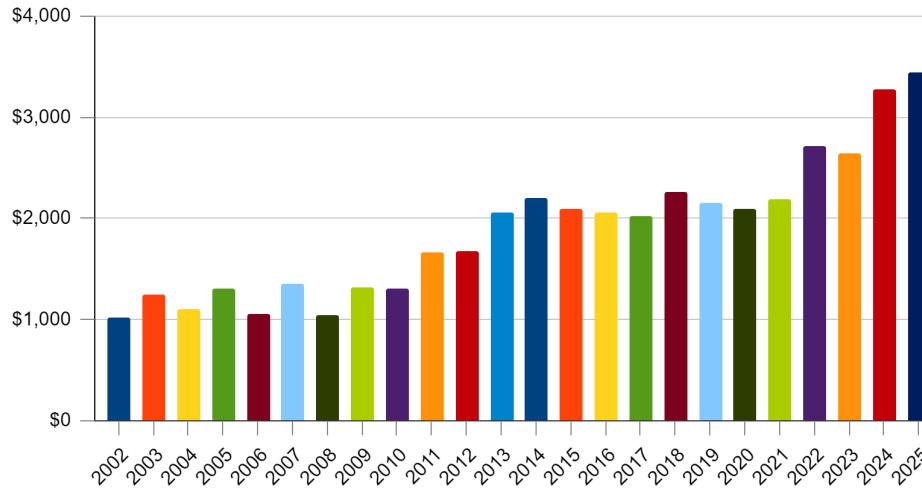
**Number of Pledges**



**TOTAL \$ Pledged**



**Average Amount Pledged per Year per Family**



<b>Saint Paul's Vergennes Finance Report for Dec 2024 – 12.31.24</b>			
<b>Consolidated General Checking, Designated, ECW and Swift Accounts</b>			
<b>INCOME</b>			
	<b>2024 Year to Date</b>	<b>2024 Budget</b>	<b>%</b>
<b>NORMAL OPERATING INCOME</b>			
1404-1 Anonymous Plate Cash	\$2,780.00	\$750.00	371%
1404-2 Holy Day Offerings	\$0.00	\$200.00	0%
1404-3 Pledge Current Year	\$71,244.00	\$56,000.00	127%
1404-4 Pledge Prior Year	\$5,000.00	\$2,000.00	250%
1404-5 Pledge Next Year	\$0.00	\$500.00	0%
1406-1 Unit Trust Fund Endowment Dividend	\$15,541.63	\$16,000.00	97%
1406-2 Unit Trust Fund Endowment Principle	\$0.00	\$0.00	0%
1406-3 Designated Fund Transfers	\$0.00	\$0.00	0%
1408-1 Use of Building Income	\$300.00	\$1,000.00	30%
1408-2 Rental Utilities	\$7,200.00	\$7,200.00	100%
1408-2 VTEL	\$9,846.32	\$9,750.00	101%
1409 Fundraising	\$0.00	\$0.00	0%
1410 Unexpected Undesignated Gifts	\$8,205.00	\$5,500.00	149%
1412 Miscellaneous Income	\$0.00	\$75.00	0%
1413 General Checking Interest Earned	\$0.00	\$1.00	0%
1414-1 Donor Designated For Normal Operations	\$0.00	\$10.00	0%
1430-2 Donor Designated For Flowers	\$1,039.00	\$500.00	208%
<b>Normal Operating Income Total</b>	<b>\$121,155.95</b>	<b>\$99,486.00</b>	<b>122%</b>
<b>NON OPERATION INCOME</b>			
3410 Gifts to Capital Improvements	\$0.00	\$0.00	0%
3412 Hanson Fund Interest	\$649.14	\$650.00	100%
3413 Property Improvement Fund Interest	\$971.38	\$975.00	100%
3414 Wills Fund Interest	\$732.98	\$735.00	100%
3415 Fund Raising for Capital Improvements	\$0.00	\$0.00	0%
3445 Gifts for Memorial Fund	\$800.00	\$250.00	320%
3460-1 Special Offerings	\$23,148.60	\$500.00	4630%
3460-2 Holiday / Easter Flowers Fund	\$0.00	\$0.00	0%
3470 Rental Deposit	\$490.00	\$450.00	109%
3471 Rectory Income Capital Fund	\$10,815.00	\$11,800.00	92%
3480 UTO Fund	\$0.00	\$0.00	0%

3490 Designated Accounts Interest	\$65.23	\$35.00	186%
<b>NON OPERATION TOTAL</b>	<b>\$37,672.33</b>	<b>\$15,395.00</b>	<b>245%</b>
4070 Grants from the Diocese of Vermont	\$4,999.00	\$0.00	0%
4071 Loans from the Diocese of Vermont	\$10,000.00	\$0.00	0%
<b>LOANS AND GRANTS TOTAL</b>	<b>\$14,999.00</b>	<b>\$0.00</b>	<b>0%</b>
<b>TOTAL ALL INCOME</b>	<b>\$173,827.28</b>	<b>\$114,881.00</b>	<b>151%</b>
<b>DISBURSEMENTS</b>			
<b>DIOCESE AND WORK OUTSIDE PARISH</b>	<b>2024 Year to Date</b>	<b>2024 Budget</b>	<b>%</b>
1701 Diocesan Assessment	\$9,999.60	\$9,999.60	100%
1702 Outreach from Budget	\$4,950.00	\$4,975.00	99%
1705 Bishop's Discretionary Fund	\$0.00	\$1.00	0%
<b>Sub Total</b>	<b>\$14,949.60</b>	<b>\$14,975.60</b>	<b>100%</b>
<b>NORMAL PARISH OPERATING EXPENSES</b>			
1711-1 Clergy Stipend - Clergy Health Insurance	\$5,193.72	\$4,500.00	115%
1711-2 Clergy Stipend - Clergy Housing Equity	\$10,874.71	\$19,246.30	57%
1711-3 Clergy Stipend - Clergy SECA Offset	\$1,569.02	\$2,113.07	74%
1711-4 Clergy Stipend - Clergy Stipend	\$9,649.82	\$8,390.74	115%
1711-5 Clergy Continuing Education	\$0.00	\$500.00	0%
1711-6 Cell Phone Reimburse	\$0.00	\$150.00	0%
1713-1 Supply Clergy	\$969.76	\$800.00	121%
1713-2 Deacon Travel Reimbursements	\$0.00	\$1,000.00	0%
1713-3 Clergy Travel Reimbursements	\$198.32	\$250.00	79%
1714-1 Organist Compensation	\$8,024.87	\$8,024.81	100%
1715-1 Admin Assistant	\$4,223.61	\$4,212.19	100%
1716 Church Pension Fund Premiums	\$2,185.43	\$3,247.09	67%
1718 Church Share of FICA	\$1,442.03	\$964.92	149%
<b>Total Personnel Expenses</b>	<b>\$44,331.29</b>	<b>\$53,399.12</b>	<b>83%</b>
1721 Sunday School	\$0.00	\$100.00	0%
1722 Youth Ministries	\$0.00	\$0.00	0%
1723 Adult Education	\$0.00	\$50.00	0%
1724 Parish Life & Hospitality & Clergy Search	\$5,063.33	\$200.00	2532%
1726 Flowers and Altar Supplies	\$362.00	\$1,000.00	36%
1727 Liturgy and Worship Material	\$1,014.31	\$1,000.00	101%
1728 Music	\$0.00	\$400.00	0%
1729 Stewardship Development	\$0.00	\$200.00	0%
<b>Total Church Program &amp; Development</b>	<b>\$6,439.64</b>	<b>\$2,950.00</b>	<b>218%</b>
1731 Postage	\$144.00	\$150.00	96%

1732 Bulletins and Printing	\$148.25	\$0.00	100%
1733 General Office Supplies	\$0.00	\$100.00	0%
1734 Photo Copier Costs	\$1,403.30	\$1,400.00	100%
1736 Telephone and Broadband Services	\$3,428.71	\$3,300.00	104%
1737 Bookkeeping and Audit	\$341.15	\$675.00	51%
1738-1 Computer Expenses	\$511.38	\$250.00	205%
1738-2 Web Site Expenses	\$348.00	\$325.00	107%
1738-3 Zoom Administration	\$319.80	\$320.00	100%
1739 Bank Charges	\$167.89	\$50.00	0%
<b>Total Administration Costs</b>	<b>\$6,812.48</b>	<b>\$6,570.00</b>	<b>104%</b>
<b>DISBURSEMENTS CONTINUED</b>			
	<b>2024 Year to Date</b>	<b>2024 Budget</b>	<b>%</b>
1741 Snow Removal & Yard Care	\$2,725.00	\$2,000.00	136%
1742 Trash Removal	\$960.47	\$950.00	101%
1743 Cleaning Services	\$1,935.00	\$2,100.00	92%
1744 Minor Repairs / Maintenance	\$3,521.23	\$3,200.00	110%
1745 Supplies & Other Building Expenses	\$457.41	\$500.00	91%
1745B Organ/Piano Maintenance	\$0.00	\$500.00	0%
1746A Rectory Heating Fuel (Subtotal: \$3374.00)	\$0.00	\$3,500.00	0%
1746B Church Heating Fuel (Subtotal: \$5592.06)	\$0.00	\$3,200.00	0%
1746C Parish Hall Heating Fuel (Subtotal: \$663.19)	\$0.00	\$1,000.00	0%
1746 Jackman's Budget		\$0.00	0%
1747A Rectory Electric Energy	\$2,813.07	\$2,800.00	100%
1747B Church Electric Energy	\$1,387.72	\$1,400.00	99%
1748 Water and Sewer	\$1,993.30	\$1,800.00	111%
1749 Comprehensive Insurance	\$6,456.00	\$5,500.00	117%
<b>Total Property and Equipment Costs</b>	<b>\$22,249.20</b>	<b>\$28,450.00</b>	<b>78%</b>
1751 Advertising	\$0.00	\$0.00	0%
1752 Diocesan Convention Costs + Clergy Conf	\$122.50	\$275.00	45%
1753 Gifts for Members	\$0.00	\$0.00	0%
1754 SISF	\$0.00	\$0.00	0%
1758 Annual Meeting Expenses	\$0.00	\$0.00	0%
<b>Total Miscellaneous Expenses</b>	<b>\$122.50</b>	<b>\$275.00</b>	<b>45%</b>
<b>Total Regular Parish Operating Expenses</b>	<b>\$79,955.11</b>	<b>\$91,644.12</b>	<b>87%</b>
<b>TOTAL ALL OPERATING EXPENSES</b>	<b>\$94,904.71</b>	<b>\$106,619.72</b>	<b>89%</b>
<b>SPECIAL AND NON OPERATION EXPENSES</b>			
3901 Ministry from Wills Fund	\$0.00	\$0.00	0%
3902 Wills Fund Disbursements	\$0.00	\$0.00	0%



3904 Transmit of Special Offerings	\$0.00	\$500.00	0%
3905 Personal Assistance Grants	\$0.00	\$0.00	0%
3910 Capital Building Improvements	\$20,500.00	\$0.00	100%
3911 Repay Butterfield Loan	\$96.56	\$0.00	0%
3915 Capital Equipment	\$3,136.30	\$0.00	100%
<b>Total Non Operational Expenses</b>	<b>\$23,732.86</b>	<b>\$500.00</b>	<b>4747%</b>
<b>TOTAL ALL DISBURSEMENTS</b>	<b>\$118,637.57</b>	<b>\$107,119.72</b>	<b>111%</b>
<b>Operating Income less Operating Expenses</b>	<b>\$26,251.24</b>	<b>-\$7,133.72</b>	<b>-368%</b>
<b>Total Income less Total Expenses</b>	<b>\$55,189.71</b>	<b>\$7,761.28</b>	<b>711%</b>
<b>TRANSFERS</b>			
From St. Pauls Designated Funds	\$0.00		
From St. Pauls Operating Account	\$0.00		
TO St Paul's Designated Funds	\$0.00		
TO St Paul's Operating Account	\$0.00		
<b>TOTAL TRANSFERS</b>	<b>\$0.00</b>		
<b>ASSETS AND LIABILITIES</b>			
<b>Fund Balances</b>		<b>Unrestricted</b>	<b>Restricted</b>
<b>Regular Check Book (as of 12.31.2024)</b>		<b>\$32,724.00</b>	
<b>Designated Account Funds Total (as of 12.31.2024)</b>			<b>\$59,475.00</b>
Hanson Fund			\$2,729.74
Sabbatical Reserve Fund			\$1,600.00
Property Improvement Fund			\$2,878.88
Wills Fund			\$3,624.22
Future Pledges			\$23,148.60
Flower Fund			\$7.46
Youth Ministry Fund			\$1,578.74
Vestments			\$4,069.20
Linens			\$1,021.50
Greenscape, Sidewalk, Windows			\$837.65
Accessibility and Lift Fund			\$3,500.00
SBA PPP Loan			\$20,092.00
Rectory Property Improve			\$10,745.73
Swift Funds			\$385.99
Memorials Fund			\$400.22
JGS Deposit			\$1,740.00
VTEL Deposit			\$1,050.00

Unallocated Interest			\$65.23
<b>Total</b>			<b>\$79,475.16</b>
<b>Rector's Discretionary Fund (08.05.24)</b>			<b>\$1,757.99</b>
<b>Liabilities</b>			
Diocesan Loans			-\$10,000.00
SBA PPP Loan/EIDL			\$0.00
<b>Total</b>			<b>-\$10,000.00</b>
<b>Diocesan Unit Fund .. Hickok and Boardman (as of 09.30.2024)</b>			<b>\$413,180.37</b>
<b>NBMVT Certificate of Deposit (as of 10.24.2024)</b>			<b>\$70,000.00</b>
<b>Total Cash Assets</b>	<b>\$577,137.36</b>		
<b>Assets-Checkbook</b>	<b>\$544,413.36</b>		